



2024 Corporate Responsibility Factsheet



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About Us

Orthofix is a global medical technology company headquartered in Lewisville, Texas, with primary offices in Carlsbad, CA, and Verona, Italy. By providing medical technologies that heal musculoskeletal pathologies, we deliver exceptional experiences and life-changing solutions to patients around the world. Orthofix offers a comprehensive portfolio of spinal hardware, bone growth therapies, specialized orthopedic solutions, biologics, and enabling technologies, including the 7D FLASH™ navigation system.

We actively integrate our vision and mission into how we operate the company, how we set and align on objectives, how we prioritize opportunities for our customers, and how we approach corporate social responsibility. Our values—Take Ownership, Innovate Boldly, and Win Together—guide our ways of working and our expectations of our employees, distributor partners, and vendors.

We approach sustainability as one of the essential factors in how we provide life-changing solutions to physicians and their patients worldwide. Together, we collaborate, innovate, and improve people's quality of life.

Our Values



**TAKE
OWNERSHIP**



**INNOVATE
BOLDLY**



**WIN
TOGETHER**



45

Years of Experience

60+

Countries Served

1,600+

Employees Worldwide



Stakeholder Approach to Corporate Responsibility

Over the past few years, we have enhanced our Corporate Responsibility (“CR”) strategy to align with the broader transformation of our business. Our executive leadership team and Board of Directors (our “Board”) recognized the importance of embedding environmental and social priorities within our business operations and approved an enhanced and modernized CR strategy intended to drive additional progress on initiatives that promote sustainability.

The Nominating, Governance, and Sustainability Committee of the Board provides direct oversight of our sustainability practices and reporting. The Committee reports out to the full Board quarterly.

In 2022, we completed our first assessment of sustainability priorities, examining a range of key stakeholders, including investors; customers; employees; and environmental, social and governance (“ESG”) rating organizations rating organizations, and by studying industry peers. Our analysis of sustainability topics included alignment with the Sustainability Accounting Standards Board (“SASB”). We also drew upon the subject matter expertise of colleagues throughout our organization to collect and organize content.

In 2023 and 2024, we continued to build on our strong foundation, accelerating the positive impact on our stakeholders through education and awareness of our sustainability strategy, embedding sustainability principles into every part of our business, and setting realistic targets for measuring our efforts as we make progress.

With a strong foundation and clear direction, we are moving forward in 2025 with new programs and initiatives designed to advance our long-term sustainability, financial, and reputational goals. We also bolstered our CR Working Group, which is responsible for leading our sustainability strategy and monitoring our CR initiatives. This group includes cross-functional subject matter experts from Finance, Operations, Supply Chain Management, Quality, Facilities, and Regulatory Compliance.

About this Report

In response to the evolving landscape of sustainability and growing stakeholder expectations, we engaged a broad spectrum of internal and external voices to deepen our understanding of the issues that matter most. These conversations were instrumental in shaping a strategy that not only reflects our values but also strengthens our long-term commitments. Our sustainability strategy is anchored by five core tenets: Our People, Community Involvement, Environmental Responsibility, Governance, and Safety and Quality. These guiding principles ensure our efforts remain focused, integrated, and aligned with both our purpose and the expectations of those we serve.



Our People



Community Involvement



Environmental Responsibility



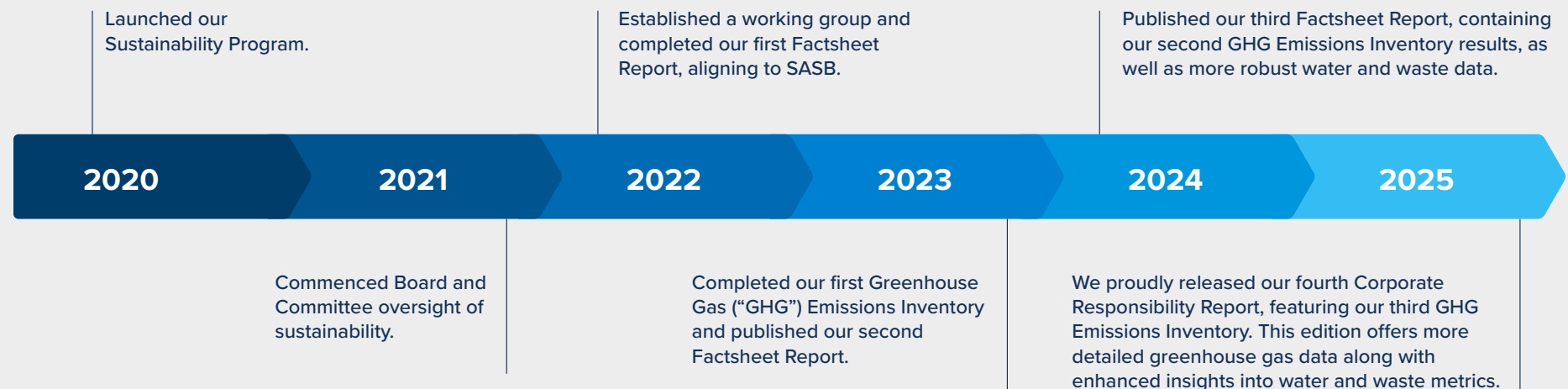
Governance



Safety and Quality

This is our fourth Corporate Responsibility Factsheet Report, which takes a materiality-based approach to disclosure and primarily covers data through December 31, 2024, unless otherwise noted. This Factsheet Report was prepared in accordance with the SASB Standard. In compiling this Factsheet Report, we completed a SASB assessment. The assessment began by examining a range of key stakeholders. We then reviewed the recommended topics for inclusion based on applicable sustainability disclosures, rating methodologies, investment decision-making criteria, goals we have set, and our overall sustainability strategy. All financial information is presented in U.S. dollars, unless otherwise noted. For additional information on our sustainability initiatives, please visit our website at: www.orthofix.com.

OUR SUSTAINABILITY JOURNEY





Our commitment to sustainability, and the five tenets of our strategy, are strategic and operational imperatives as we build a sustainable infrastructure across the company. Our five tenets arose from a priority-based approach to sustainability disclosure for our industry, in line with best practices. We believe these tenets are aligned with the sustainability topics that are most important to our key stakeholders. Our objective is to provide continued transparency as we further enhance our performance in areas within the framework of these five tenets.

To support transparent and clear communication, we have engaged in robust data gathering and reporting, using the investor-focused disclosure standards developed by the SASB. We also looked to global ratings agencies such as Sustainalytics, Morgan Stanley Capital International (“MSCI”), and Institutional Shareholder Services (“ISS”) during this process to ensure alignment with assessment frameworks. Working with investor stakeholders, the SASB has developed industry-specific standards to provide standardized disclosure on specific issues most important to each industry’s respective investors. This Factsheet Report also highlights key initiatives we have underway and provides historical trended data for important energy and sustainability matters including GHG emissions, waste generation, and water usage.

Starting in 2023, these disclosures include the impact of our merger with SeaSpine. The disclosures within the SASB framework were prepared with the goal of developing future qualitative and quantitative reporting that will also align with industry best practices. By mapping our organizational programs against the SASB framework, our sustainability efforts are now part of a broader set of organizational goals. We believe we are making meaningful progress within these SASB topics, and we expect countless other benefits to come indirectly from improvements in these areas of focus. Financial performance reports can be found in our filings with the U.S. Securities and Exchange Commission (“SEC”), including our Annual Report on Form 10-K and Quarterly Reports on Form 10-Q.

This Factsheet Report contains forward-looking statements, including our commitments, targets, and other statements that are not historical facts. These statements are subject to risks and uncertainties and are not guarantees of future performance. Factors that could cause actual results to differ materially from those expressed or implied by such statements are set forth in our SEC filings. All forward-looking statements are based on management’s current assumptions, estimates, and projections.

We welcome your questions and feedback on this report at IR@orthofix.com.

Orthofix's Double Materiality Assessment

During 2024, Orthofix voluntarily initiated a process aimed at improving its sustainability reporting and adopting specific measures to strengthen its sustainability performance. As part of this initiative, Orthofix decided to voluntarily carry out a double materiality assessment inspired by the European Sustainability Reporting Standards (“ESRS”) and the guidelines issued by European Financial Reporting Advisory Group (“EFRAG”). This analysis aims to identify the most relevant sustainability topics, laying the groundwork for the development of the company’s future sustainability strategy.

The double materiality assessment requires companies to adopt a dual perspective. On one hand, it assesses the most significant actual or potential impacts—both positive and negative—that the organization has on the environment and people (“impact materiality” or the “inside-out” perspective). On the other hand, it identifies sustainability-related risks and opportunities that could influence the company’s strategy, performance, and financial standing over the short, medium, or long term (“financial materiality” or the “outside-in” perspective).

The process conducted by the company was structured in the following three stages:

1 Identification of potentially relevant sustainability topics linked to Orthofix’s operations and its value chain, along with their associated impacts, risks, and opportunities (“IROs”)

The company analyzed both upstream and downstream activities, with a top-down approach that considered the company’s objectives (sustainability programming and current priorities) and the insights from benchmark (peers, stakeholders, and industry views) and context analyses (considering the upcoming regulations, frameworks, and relevant guidelines). This made it possible to identify a preliminary list of potentially relevant topics to focus on.

2 Definition of the methodology for the assessment of IROs’ relevance

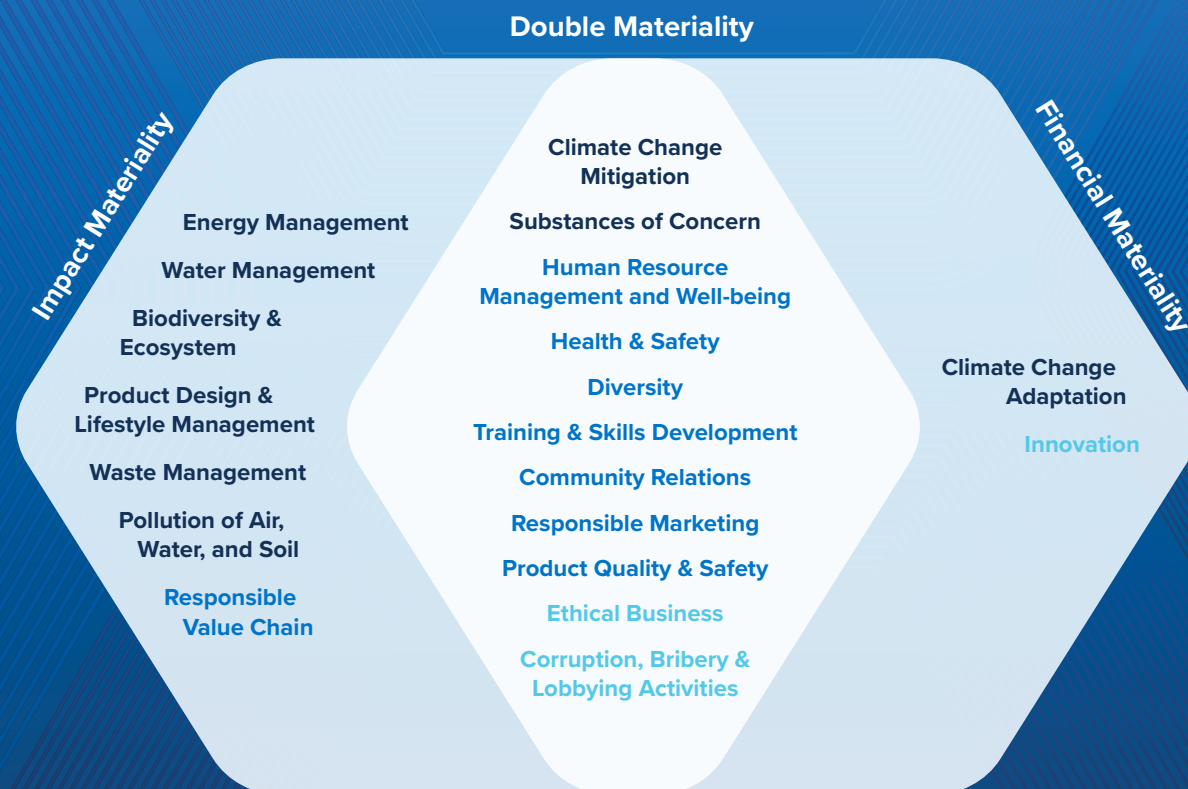
In this phase, the company has defined the drivers connected to each parameter of impact and financial materiality. In particular, for impact materiality, the severity is expressed as a combination of the ratings assigned to scale, scope, and irremediable character of each impact, and multiplied to the likelihood of occurrence of that impact. For financial materiality, risks and opportunities are assessed by combining their likelihood with the magnitude of their potential effects.



3 Assessment of the relevance of IROs

A number of key internal stakeholders were then involved to evaluate potential impacts, risks, and opportunities based on the methodology previously defined. On the basis of the overall assessments, IROs were selected as material when, on the basis of a two-dimensional matrix that considers likelihood and relevance, they exceeded the materiality threshold defined internally. A topic is considered material from an impact perspective if at least one of the identified impacts receives a score above the defined materiality threshold. Similarly, a topic is deemed financially material if at least one risk or opportunity obtains an overall score exceeding the materiality threshold. Finally, if a topic includes both a material impact and a material risk or opportunity, it is considered material from both perspectives. The aggregated results by topic are presented in the infographic below.

MATERIAL TOPICS IDENTIFIED



- Environmental Topics
- Social Topics
- Governance Topics

This analysis represents a starting point for Orthofix, which aims to progressively improve its sustainability performance in line with market best practices. Over the course of the year, Orthofix is carrying out a series of initiatives (such as the calculation of Scope 3 emissions, Climate Risk Assessment, and the development of a more structured reporting system), which will be highlighted in the next Corporate Responsibility Factsheet.

A Message to Our Stakeholders

2024 was a defining year for Orthofix, both in terms of performance and purpose. We anchored our go-forward strategy with a shared vision, mission, values, and behaviors, which serve as the foundation of how we operate and lead. Our vision—to be the unrivaled partner in Med Tech, delivering exceptional experiences and life-changing solutions—became a powerful unifier across businesses, functions, and geographies. To accelerate this vision, we launched the High-Performance Management System (“HPMS”) and defined our most transformational Vital Few initiatives to drive engaged employees, delighted customers, and satisfied shareholders. Every function, every team, and every employee across Orthofix defined specific goals aligned to these initiatives, creating shared purpose and organizational alignment, and accelerating our ability to deliver value for our surgeon partners and the patients they serve.

We also took a major step forward by aligning the legacy Orthofix and SeaSpine organizations under the Orthofix corporate brand. This integration was more than symbolic. It was a strategic milestone, creating the opportunity to go to market as one united company. Our 2024 performance was a direct reflection of this progress and our focus on disciplined, profitable growth. We achieved net sales of \$799.5 million, delivering 7% year-over-year growth. Adjusted EBITDA grew by 43%, significantly outpacing revenue growth. In the second half of 2024, we generated \$21 million in free cash flow, and we expect to generate positive free cash flow¹ for the full-year 2025, marking a significant turnaround from the prior year. Across our portfolio, we introduced innovative new products that deliver meaningful improvements in patient care and outcomes.

\$799.5M

FY2024 Revenue

250+

Years combined of experienced leadership in spine/orthopedics

\$15B

Of focused high-growth market segments



¹ - Excluding the impact of restructuring charges related to the discontinuation of the M6 artificial disc product lines

KEY 2024 HIGHLIGHTS

- We put a new leadership team in place that defined a cohesive, long-term, profitable growth plan for our company and aligned our organization with our go-forward strategy.
- We continued to transform our commercial organization and strengthen relationships with our surgeon partners and their patients.
- We set financial targets that reinforce our commitment to long-term, profitable growth.

These achievements were grounded on our core values:

Take Ownership—Be accountable, lead with action, and deliver results.

Innovate Boldly—Challenge the status quo, embrace change, and continuously improve.

Win Together—Collaborate with intention, celebrate success, and foster inclusion.

This Corporate Responsibility Factsheet reflects not only the progress we've made, but our long-standing dedication to responsible corporate citizenship, anchored on the five tenets that define our commitment to sustainability.

As we move forward, we do so with a united team, a bold strategy, and a deep commitment to delivering value to patients, providers, investors, and communities. Thank you for your continued partnership on this journey.

Sincerely,



MASSIMO CALAFIORE
President and CEO



**Our vision is to
be the unrivaled
partner in Med Tech,
delivering exceptional
experiences and life-
changing solutions.**

Commitment to Sustainability

We believe we have a responsibility to serve, support, and be transparent with our stakeholders. We strongly believe that our focus on sustainability priorities is a critical factor in our long-term growth. As you will read below, we are measuring our progress and holding ourselves accountable to meet specific goals.

Our People

At Orthofix we foster a culture where every team member is empowered to Take Ownership, Innovate Boldly, and Win Together. We believe that when individuals feel respected, heard, and included, they can bring their whole selves to work, and that's when we do our best work. We are committed to creating an environment where inclusion is intentional, collaboration is foundational, and success is celebrated. Our teams are strengthened by the diverse perspectives, backgrounds, and ideas of our global workforce. Whether through company-wide cultural celebrations, inclusive leadership development, or talent processes that equip our employees to succeed, we continue to make meaningful investments in our people.



This past year, we focused on elevating our employee experience through key initiatives:

Leadership Development

We launched Leading@Orthofix, a new leadership development program designed to equip our people leaders with the skills, tools, and confidence to lead with purpose and impact.

Goal Alignment

Our new enterprise-wide goal-setting framework ensured that every employee had clear, aligned objectives, supporting performance, development, and accountability across all levels.

Talent Development and Performance

We implemented a new enterprise-wide talent review process to better identify, develop, and support top talent across the organization. In parallel, we launched a new performance management process and cadence, designed to promote continuous feedback, professional growth, and clear expectations.

In 2024, we continued to uplift and recognize the rich diversity of our workforce by honoring cultural and awareness events throughout the year. These moments serve not only as celebrations but also as opportunities for education, connection, and inclusion.

We are also proud of our commitment to representation at every level. 30% of our Board of Directors are women or ethnic minorities, and we continue to support diversity through programs like our summer internship initiative, where 46% of interns met diversity criteria.

Our commitment extends to supporting veterans, accommodating individuals with disabilities, and advocating for the LGBTQ+ community. We strive to ensure every employee feels seen, valued, and empowered to thrive.

To support our people beyond the workplace, Orthofix offers a comprehensive and competitive benefits package that includes medical, dental, vision, life, and disability coverage; flexible paid time off; paid parental leave; an employee stock purchase plan; and 401(k) matching. We invest in mental health and a robust wellness program that rewards healthy living.

At Orthofix, we know that when our people are cared for physically, mentally, and professionally they are better positioned to lead, grow, and drive our mission forward.

30%*

**of our Board of Directors are
women or ethnic minorities**

46%**

of interns met diversity criteria

* As of June 18, 2025

** As of December 31, 2024

**We are committed to
creating an environment
where inclusion is
intentional, collaboration
is foundational, and
success is celebrated.**



Some of the organizations we proudly supported in 2024 include:

- Curebound
- EMERGENCY
- Feed My Starving Children
- Jessie Rees Foundation: NEGU
- Movember Foundation
- Ronald McDonald House Charities
- Sick Kids Foundation
- Toys for Tots
- Trevor Project
- Trusted World

2,517

hours contributed in 2024 by
Orthofix employees to volunteer
efforts around the world

Community Involvement

At Orthofix, our commitment to community involvement is grounded in our belief that meaningful impact starts with our people. Since the launch of Orthofix Gives Back in 2022, we have taken a more focused, values-driven approach to community engagement. This initiative reflects our ongoing dedication to giving back not just financially, but personally, through time, expertise, and action.

In 2024, Orthofix employees contributed 2,517 hours to volunteer efforts around the world. These hours were invested in causes and communities that align with our vision, mission, values, and business objectives.

We recently formalized our commitment to our communities with the launch of new Community Involvement Guidelines, which prioritize volunteering as our primary form of engagement. Our philosophy is simple but intentional: we lead with time and talent. We focus our efforts on opportunities where our skills, expertise, and values can make a lasting impact, particularly in areas where we have influence or a direct business interest.

Our efforts are guided by three core principles:

1 Relevance to Our Business

We seek opportunities that are directly connected to our purpose, whether through health innovation, education, or patient support.

2 Supporting Our Values

Everything we do reflects the values that define us—Take Ownership, Innovate Boldly, and Win Together. These values shape our community efforts just as they do our business practices, encouraging accountability, creativity, and collaboration in every initiative.

3 Promoting Inclusion

Orthofix Gives Back celebrates diverse voices and champions inclusive involvement. We actively create opportunities for all employees to participate in ways that reflect their unique passions and local needs.



To further strengthen our commitment, we launched the Global Corporate Events Council. This volunteer group of employees from each of our global sites works closely with local teams to identify impactful volunteer opportunities, organize employee engagement events, and share best practices across the company. The group meets monthly and is supported by an annual budget, helping to coordinate both site-specific and cross-site initiatives that build community and reinforce our shared purpose.

In addition to grassroots volunteerism, we are proud to collaborate with leading clinical partners like MTF Biologics and Scottish Rite Hospital for Children.

- **MTF Biologics** is a global nonprofit dedicated to saving and healing lives through tissue and organ donation, transplantation, and research.
- **Scottish Rite Hospital for Children** is world-renowned for its work in pediatric orthopedic care.

Our partnerships with these organizations go beyond sponsorship. They are rooted in co-development, clinical research, and technology innovation. Many of Orthofix's most groundbreaking solutions have emerged from these collaborations, demonstrating the power of shared expertise to transform lives.

Through Orthofix Gives Back, Orthofix is building relationships and a culture of service. As we continue to grow our business, we remain deeply committed to making a meaningful impact on the communities that need us most.

Environmental Responsibility

Orthofix is committed to responsible environmental practices that include conservation of natural resources, pollution prevention, and reduction of waste.

As climate change concerns have become more prevalent, we recognize the need to comply with increased regulations and stricter environmental standards. Orthofix is committed to understanding and measuring the environmental impact of our business and in reducing our GHG emissions to help combat climate change. In evidence of this commitment, we have partnered with subject matter experts to prepare for recently issued climate disclosure rules and regulations, such as the E.U. Corporate Sustainability Reporting Directive and California Law SB 261. In addition, we have partnered with an environmental engineering firm to assist us in measuring our annual GHG Emissions Inventory. Throughout this process, we have enhanced our processes for collecting emissions data and refined our measurement approach, which we believe will lead to more accurate and actionable findings.

Understanding that we are on a journey of continuous improvement when it comes to climate strategy and action, we engage in a rigorous process each year to identify areas where we can make the most impact. This process helps us to set realistic targets, meet the ongoing expectations of our stakeholders and global regulatory agencies, and demonstrate our competitiveness in the market. In 2024, we focused on evaluating upcoming global laws and directives to ensure compliance, and to better understand and address the potential impacts of the environment on our operations. Partnering with subject matter experts and consultants representing unique experiences and viewpoints, we prioritized our most significant environmental risks and opportunities. As a result, we published our third GHG Emissions Inventory, which included CO₂ emissions data, as well as water usage and waste generation.

Since February 2021, we have offered a free recycling program to patients who use our Bone Growth Stimulators to reduce the number of devices that end up in landfills after use—the first program of its kind for bone growth therapy devices. To date, we have sent shipping labels to over 31,000 patients to facilitate the recycling of these devices.

We also embed the principles of advancing a circular economy into our CR practices globally through our in-office recycling program, including recycle/reuse and a commitment to eliminate styrofoam. Additionally, our facilities have energy efficient HVAC systems, and certain locations, such as our headquarters in Lewisville, Texas, utilize 100% sustainable energy. We also offer electric vehicle charging stations at certain facilities for our employees to use free of charge as a way for our employees to partner with us in our efforts to reduce GHG emissions.

Highlights of our environmental sustainability efforts and accomplishments include:

- **Completion of our fourth annual GHG Emissions Inventory, primarily focused on Scope 1 and Scope 2 emissions, to better understand where and how GHG emissions are created in our operations**
- **Minimization of paper-based shareholder communications by utilizing a notice and access approach for our annual proxy statement**
- **Increased usage of e-records and e-signing technology to reduce paper waste and carbon emissions**
- **Migration of certain technology infrastructure to a cloud environment, reducing energy usage and our carbon footprint**
- **Encouragement of environmentally-friendly workplace practices by supporting recycling and separation of waste throughout our offices**

Further, we expect our suppliers to support our efforts in improving the environment and society. We believe that our focus on environmental sustainability, with the objective of reducing costs and improving sustainability of our operations, will provide a strategic benefit. Going forward, we will continue to engage with suppliers throughout our global value chain to measure and manage these impacts in order to conserve resources, reduce costs, and promote ethical practices.

In 2024, Orthofix initiated a comprehensive climate risk assessment process to better understand and address the potential impacts of climate change on our operations. To ensure a thorough evaluation, we engaged subject matter experts across multiple business lines, gathering diverse perspectives to prioritize the most significant climate-related risks and opportunities. Our physical climate-related risk assessment analyzed how climate change may affect our sites and operations over the next century. This assessment considered both acute and chronic physical climate-related risks of our sites. Acute risks, typically event-driven, include extreme heat, wildfires, dry days, flooding, and hurricanes. Chronic risks, reflecting longer-term shifts in climate patterns, include sea-level rise, changes in mean temperature, temperature variability, and mean precipitation.

Moving forward, we plan to integrate assessment of these climate-related risks within our sustainability working groups, ensuring climate-related actions are prioritized in alignment with our business objectives, contributing to operational excellence.



31,000+

Shipping labels sent to facilitate
the recycling of devices

100%

Sustainable energy in Lewisville,
Texas, headquarters location

FREE

charging stations for employee use
at certain company locations



ORTHOFIX[®]
RECYLCES

Together we can make a difference!



Governance

We strive to conduct business with high ethical and legal standards. We have a comprehensive compliance and ethics program to promote lawful and ethical business practices throughout our company, and we require that all of our employees complete annual compliance training. Similarly, we require that our suppliers adopt sound human rights practices designed to treat workers fairly and with dignity and respect. We responsibly manage and influence the impacts of our distributors through compliance and governance training. We emphasize a culture of accountability and conduct our business in a manner that is fair, ethical, and responsible to earn the trust of our stakeholders.

Orthofix has comprehensive corporate governance policies and structures in place to foster accountability and transparency for our management team. These policies reflect our underlying commitment to maintain high standards of ethics and integrity and to operate our business in compliance with all applicable anti-corruption, anti-bribery, and antitrust laws and regulations. Notably, our governance documents include the following:

Corporate Code of Conduct

Our Code of Conduct communicates our policies and expectations to all employees. Topics include ethics, compliance with laws, human rights, use of company assets, business conduct, and fair dealing. All employees and directors participate in annual training on our Corporate Code of Conduct and related company policies. In 2024, 100% of employees completed Code of Conduct training.

Conflict Minerals Report

This report is consistent with our CR standards, as we support the end of the human rights violations and violence in the Democratic Republic of the Congo and surrounding countries.

Environmental, Health, and Safety Policy

Communicated within our Corporate Code of Conduct, this policy seeks to promote the operation of our business in a manner that is environmentally responsible and protective of the health and safety of our employees and the public. As a result of these policies, we are pleased to report an Occupational Safety and Health Administration (“OSHA”) Incident Rate of 0.55 for the 2024 reporting year.

Supplier Quality Manual

This manual communicates our expectations to all new and existing suppliers to ensure the delivery of high-quality products to our customers. Topics include ethics, compliance with laws and regulations, human rights, labor and employment, health and safety, environmental responsibility, business conduct, and fair dealing.

Sustainability Policy

This policy guides our approach to environmental and social risk management within our Corporate Code of Conduct. Areas of focus include our corporate compliance with responsible hazardous waste protocols, recycling, emergency preparedness, and programs to enhance and promote environmental stewardship.

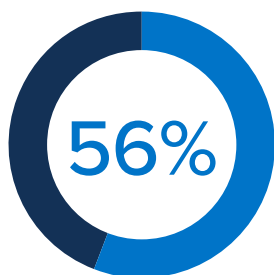
Human Rights Policy

This policy outlines our commitment to respecting internationally recognized human rights within our operations and value chain. It serves as a public declaration of Orthofix’s values and principles regarding human rights, guiding our conduct and decision-making processes.

Orthofix's Board is comprised of 10 directors. The Board oversees the company's management and business for the long-term benefit of our stakeholders. Our Board members set the tone for Orthofix and operate under a set of published guidelines, which are based on best practices that meet or exceed the existing standards of the Nasdaq Exchange and requirements of the SEC. Our Board brings together a diverse set of experienced individuals with broad expertise that is relevant to our business. Nine out of 10 directors are independent under Nasdaq listing standards, and all four Board committees consist solely of independent directors.

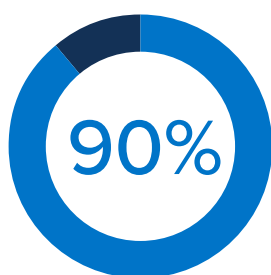
DIRECTOR DIVERSITY*

Global Background

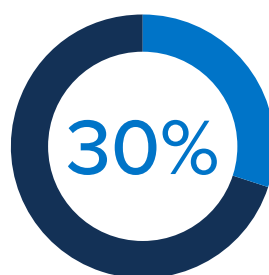


Born or worked
outside of the U.S.

Independence



Gender/Racial



Board Age



59

Years, Average Age

Board Tenure¹



3.7

Years, Average Tenure

* As of June 18, 2025

1 - Includes all years of service on the Board and years of service on SeaSpine's Board of Directors

SKILLS AND EXPERTISE

9 Senior Executive Leadership

3 Former CFO / Financial Expertise

9 Healthcare Industry

9 Global Business

2 Technology, including Cybersecurity

10 Mergers & Acquisitions

5 Corporate Governance, including ESG Matters

4 Operational Management

5 Compliance, Quality, and Regulatory

4 Human Resources and Compensation

8 Public Company Board

Orthofix recognizes that identifying and managing enterprise risks is critically important to the long-term success of our business. We rely on a comprehensive risk management process to aggregate, monitor, measure, and mitigate risks. Although we do not have full control over our supply chain, nor the suppliers with whom we do business, we continually seek to partner with suppliers that share common values and a shared commitment to our sustainability objectives.

As a global leader in the medical device industry, we are a trusted partner that meets the industry's high bar for data resiliency and security. We have implemented robust cybersecurity programs to ensure compliance with applicable laws and regulations governing ethical business practices, including our relationships with suppliers, customers, and business partners. Our IT team uses a combination of industry-leading tools and innovative technologies to help protect our stakeholders' data. Our employees are responsible for complying with our data security standards and complete mandatory new hire and annual training to understand the behaviors and technical requirements necessary to keep data secure. We leverage the latest encryption configurations and technologies on our systems, devices, and third-party connections and further vet third party vendors' encryption, as required, through our vendor management process.

Our Information Security Policy and related compliance program is based on the National Institute of Standards and Technology ("NIST") Cybersecurity Framework. Orthofix's team of cybersecurity professionals rigorously conduct audits and penetration testing of our network to ensure our cybersecurity defenses are operating effectively. In 2024, we continued to safeguard our data and ensure protection against threats such as ransomware. We engage with an external professional services organization to assess our maturity against the NIST Cybersecurity Framework. The results of the assessment are shared by our Chief Information Officer with our Board and Audit & Finance Committee who provide feedback on the assessment results. The Audit & Finance Committee has oversight over cybersecurity, including IT risks, controls, procedures, and plans to mitigate cybersecurity risks and respond to security incidents.

Clay Aiena

SVP, Chief Information Officer, Global Information Technology





Safety and Quality

During the last few years, we have evolved as an organization to meet the needs of our changing workforce. Employees' safety risks vary depending on the roles they perform, and we seek to tailor our safety efforts accordingly.

Promoting and protecting the safety of our workforce and the patients we serve is a top priority, and we share this responsibility throughout our organization. This topic is also the foundation of our Quality Policy, which is to improve patients' lives through high-quality products, procedures, and services. We are committed to executing an effective quality management system that meets or exceeds global requirements.

Orthofix complies with all applicable health and safety regulations governing injury, accident prevention, reporting, and safety to ensure the health and safety of our employees. Our commitment to employee safety is demonstrated in our low OSHA Incident Rate of 0.55 for the 2024 reporting year.

We also periodically measure the safety and quality sentiment of our global employee base through an employee engagement survey and share the results and action items identified from the survey with our employees. Our most recent employee survey was conducted in 2025. 88% of employees globally participated in the survey, and 88% of survey items with historical trend data improved over 2024.

0.55

**OSHA Incident Rate
lower than the industry
average**

24

**hours a day compliance
hotline operated to
confidentially report
violations**

88%

**of survey items
improved over
2024**

BGT STIM onTrack

Our **STIM onTrack™** mobile app was recognized as the “Best Patient Engagement Mobile App” in 2023 by MedTech Breakthrough, an independent market intelligence organization that recognizes the top companies, technologies, and products in the global health and medical technology market. Via this app, patients can track the daily use of their Bone Growth Therapy device to help them stay on schedule with their treatments. The app enables the sharing of treatment data and patient reported outcome measures with physicians to assist in monitoring progress and overall recovery status. Through the app, patients can also connect with the Orthofix Patient Care team to help address questions about their treatment regimen.

Employee Survey

We observed significant year-over-year improvements in key areas since the July 2024 survey, showing our efforts are making a positive impact. A standout achievement is the significant boost in how well leaders communicate our company direction—once a low point, now a top strength—thanks to focused action.

In 2025, we implemented Microsoft Viva Glint to conduct our employee engagement survey—The Voice. The Voice Survey leveraged 22 standard Glint questions that allowed us to benchmark against global, high-performing, industry-specific, and regional organizations, as well as custom questions specific to Orthofix. Additionally, the Glint platform provides robust action-planning capabilities that we have deployed to all Orthofix people leaders.

7D FLASH Navigation System

Our machine vision **7D FLASH Navigation System™** is used in a variety of posterior spinal procedures, including degenerative, deformity, tumor, trauma, and revision surgery. The system can be utilized in MIS/percutaneous, mini-open, or open techniques. The technology also offers a comprehensive cranial platform for use in cranial neurosurgery. Our innovative 7D FLASH Navigation System delivers a comprehensive navigation platform that utilizes visible light, machine-vision cameras, and intelligent software algorithms to create a 3D image within seconds

for surgical navigation. The novel technology allows for a fast image reconstruction for surgical navigation with no disruption to surgeon workflow and eliminates radiation exposure during the procedure to the patient, surgeon, and operating room staff.

Our Spine Module is our leading product in the FLASH Navigation Portfolio. In 2024, we further enhanced the 7D FLASH Navigation System with the release of our 7D MRVision utilizing MRIguidance’s BoneMRI software to generate a synthetic CT from an MRI scan that can be used for surgical planning and spinal navigation with the 7D FLASH Navigation System Spine Module. Traditional spine navigation requires a preoperative CT or intraoperative radiation for image acquisition and registration. 7D MRVision is the first and only solution that eliminates radiation from the entire navigation workflow. Further enhancements and new features to the Spine Module and Percutaneous Module are in development and are expected to launch in 2025.

In addition to these new products focused on spine, the FLASH Navigation Portfolio also includes our Cranial Module for use in cranial surgeries. The technology uses a completely contactless workflow, acquiring hundreds of thousands of virtual fiducials using the patient’s own anatomy, and results in nearly instantaneous cranial registrations to the skin or skull in almost any surgical position.

In 2025, we anticipate the commercial launch of FLASH EVD, a new mobile bed-side navigational system leveraging 7D FLASH Technology designed for fast and reliable EVD placement. Cadaveric testing has been completed and FLASH EVD achieved FDA 510K clearance in December 2024.

TrueLok Elevate

We have recently added the TrueLok™ Elevate system into our Orthopedics portfolio. TrueLok Elevate is designed to support transverse bone transport techniques as part of complex limb reconstruction procedures involving soft tissue defects, such as ulceration.

Early this year, the product received both FDA clearance and CE registration. Following a period of limited market release, TrueLok Elevate is now available in multiple countries across the globe, with over 250 procedures completed globally to date.



Annex

This annex expands transparency through key quantitative data compiled in accordance with the SASB frameworks, along with additional details on our workforce, revenues, sales, stakeholders, locations, and certification. Factsheet Report data covers all global operations unless otherwise noted. In developing our Factsheet Report, we have compiled metrics organized by key sustainability themes incorporated within our tables and throughout our organization. Orthofix and its subsidiaries best classify into the Sustainability Accounting Standards Board classifications for Medical Equipment & Supplies Standard, with additional select disclosures from the Biotechnology & Pharmaceuticals Standard. Our reporting reflects that classification.

SASB Table

SASB METRIC	SASB CODE	2024 DATA	NARRATIVE RESPONSE AND COMMENTS
Affordability & Pricing			
Description of how price information for each product is disclosed to customers or to their agents	HC-MS-240a.2	Please see Narrative Response.	<p>In the U.S., all pricing agreements are reviewed by the company's Strategic Accounts team with final approval provided by a designated executive. These agreements may include contracts with individual hospitals, which typically begin with our hospital customers engaging with company sales representatives to request and obtain pricing for products. Pricing for 7D customers may include "Earn Outs" as a pricing option. For larger healthcare systems, such as group purchasing organizations ("GPOs") and independent delivery networks ("IDNs"), we will typically respond to Requests for Proposals ("RFPs") with our proposed pricing and contract terms.</p> <p>International distributors of our products annually receive an electronic price listing through an electronic contract management tool. Any special offer negotiations must be approved following our Pricing Policy.</p> <p>For direct markets within France, the UK, and Germany, prices are defined based on a combination of historical prices, which are subject to an annual increase, and specific tender requirements. When necessary, the local sales team will propose tailored offers and quotes subject to approval following our Pricing Policy.</p> <p>In the Italian market, customers typically engage with local sales representatives to obtain pricing for products. Pricing for domestic customers such as hospitals and private/public entities is provided by the Pricing Department staff in the form of pricing offers and tender bids, based on information provided by the Sales Team. All Italian market pricing is approved following our Pricing Policy.</p> <p>In all interactions listed above, pricing may be communicated via hard copy, email, or electronic interchanges.</p>
Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	HC-MS-240a.3	Please see Narrative Response.	<p>The prices of our products are determined by market and regulatory factors specific to our industry and the locations we serve; therefore, we do not consider this metric relevant for our business.</p>

SASB METRIC	SASB CODE	2024 DATA	NARRATIVE RESPONSE AND COMMENTS
Product & Safety			
Number of recalls issued, total units recalled	HC-MS-250a.1	2020: No recalls, 0 units recalled 2021: No recalls, 0 units recalled 2022: No recalls, 0 units recalled 2023: 6 recalls, 646 units recalled 2024: 7 recalls, 2,719 products requested to be returned	The recalls reported in 2024 were initiated voluntarily.
List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	HC-MS-250a.2	2020: None 2021: None 2022: None 2023: None 2024: None	
Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	HC-MS-250a.3	2020: None 2021: None 2022: None 2023: None 2024: None	
Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices ("cGMP"), by type	HC-MS-250a.4	2020: None 2021: None 2022: None 2023: None 2024: None	
Product Design & Lifecycle Management			
Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	HC-MS-410a.1	Please see Narrative Response.	<p>We are committed to sustainable practices in our operations, manufacturing, and supply chain. We seek to minimize the waste generated at our facilities and by our products by implementing in-office recycling programs and eliminating styrofoam from our facilities. We are actively involved with Global Forums and Working Groups aimed at reducing plastic and substances of concern.</p> <p>We also offer a free product take-back program to our patients after usage of several of our Bone Growth Therapy devices. Patients can ship their used products directly to our recycling partner; they are then recycled for non-medical use. We are proud to be the first in the U.S. to offer such a service to bone growth therapy patients and to date, we have sent shipping labels to more than 31,000 patients to facilitate the recycling of these devices under this program.</p>

SASB METRIC	SASB CODE	2024 DATA	NARRATIVE RESPONSE AND COMMENTS
Product Design & Lifecycle Management (cont.)			
Total amount of products accepted for takeback and reused, recycled, or donated, broken down by: (1) devices and equipment and (2) supplies	HC-MS-410a.2	(1) We estimate that approximately 10,700 units of Bone Growth Therapy devices were recycled in 2024, which would weigh approximately 8.36 metric tons, whereas we estimate that approximately 9,100 units of Bone Growth Therapy devices were recycled in 2023, weighing approximately 7.29 metric tons (2) Not applicable; our products do not include medical supplies.	We work with a recycling partner to recycle our Bone Growth Therapy devices. We estimated the number of units recycled using the number of shipping labels that customers generated for such returns in 2024, 2023, and 2022, respectively.
Business Ethics			
Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	HC-MS-510a.1 HC-BP-510a.1	2020: None 2021: None 2022: None 2023: None 2024: None	
Description of code of ethics governing interactions with healthcare professionals	HC-MS-510a.2 HC-BP-510a.2	Please see Narrative Response.	Orthofix adheres to the AdvaMed Code of Ethics on Interactions with U.S. Healthcare Professionals and to MedTech Europe's Code of Ethics. Many of our policies and work instructions for conducting business with healthcare professionals ("HCPs") include ensuring the proper distribution of our products for evaluation and demonstration purposes, the appropriate provision of grants and charitable contributions, and limiting the dollar value of consulting service payments, gifts, and promotional materials so that none exceeds their fair market value. We require all payments and transfers of value between our representatives and HCPs to be reported to Orthofix to ensure compliance with the U.S. Physician Payment Sunshine Act and other applicable transparency laws.
Number of units sold by product category	HC-MS-000.A	Please see Narrative Response.	Our four major product categories are Bone Growth Therapies, Spinal Implants, Biologics, and Orthopedics. Because products range widely by size, function, and price within each category, we consider net sales per category more meaningful than the number of units sold. Please refer to "Net Sales by Reporting Segment" on page 58 of our Annual Report for a breakdown of revenue by category.

Supplementary Tables

We recently partnered with an environmental engineering firm to complete our third GHG Emissions Inventory and to estimate our water usage and waste generation. This inventory will facilitate the monitoring and tracking of such GHG emissions, water usage, and waste generation at the corporate level for subsequent years.

GHG Emission Inventory

Category	CO ₂	CH ₄	N ₂ O	HFCs and PFCs	Total
	(tCO ₂)	(tCH ₄)	(tN ₂ O)	(tCO ₂ e)	(tCO ₂ e)
Scope 1	450	0.5	2.8	298	751
Scope 2 (location-based)	3,343	2.3	9.4	N/A	3,355
Scope 2 (market-based)	—	—	—	N/A	1,803

* Note that individual gas emissions are reported in metric tons, while fluorinated gases (HFCs and PFCs) and total GHGs for each category are reported in metric tons of carbon dioxide equivalents for the respective chemical categories. CO₂ total includes total emissions from sources for which a breakdown of GHG compounds is not available (e.g. market-based Scope 2).

Waste Generation

Category	2021	2022	2023	2024
	(Tons)	(Tons)	(Tons)	(Tons)
Total Waste Generated	272	349	469	418
Hazardous Waste Generated	79	69	48	34
Non-hazardous Waste Disposed	120	81	178	249
Non-hazardous Waste Recycled	73	199	244	135

Water Usage

Category	2021	2022	2023	2024
	(ML)	(ML)	(ML)	(ML)
Water withdrawal	11.9	12.6	34.6	28.6
Withdrawal from areas with water stress	—	7.3	29.6	20.7
Water discharge	9.2	9.7	27.7	22.2
Water consumption	2.7	2.9	6.8	6.4

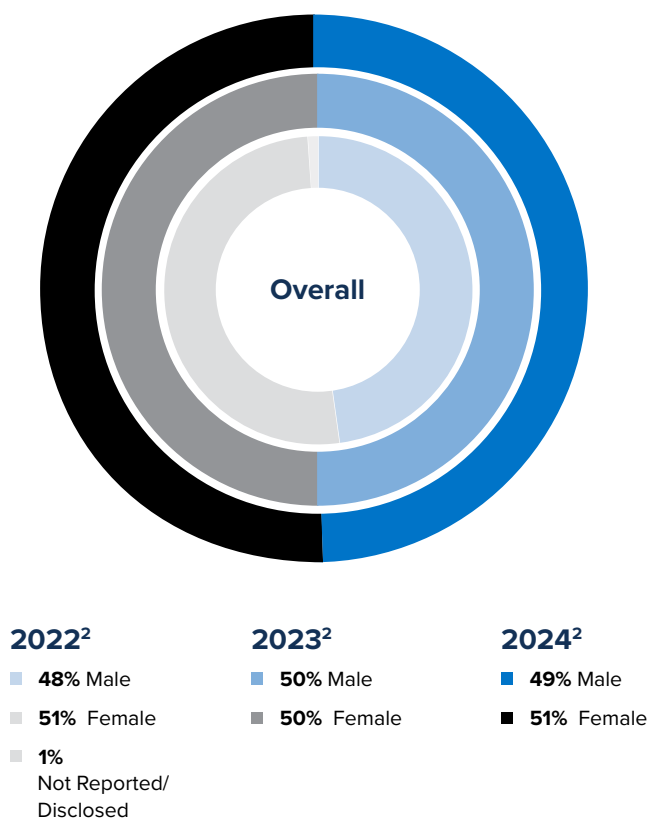
* Total water withdrawal and water discharge in mega liters (ML) for reporting years 2021, 2022, 2023, and 2024. Year-to-year water withdrawal is consistent among legacy Orthofix facilities, and as such, the increase in 2023 is due to the addition of SeaSpine facilities.

GHG, Water & Waste Inventory Summary by Country*

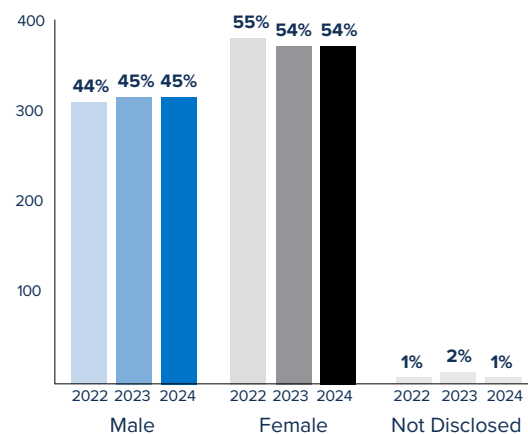
Country	S1 Stationary Combustion Energy Usage	S1 Mobile Combustion Energy	S1 Total GHG Emissions	S2 Energy Usage	S2 LB Total GHG	S2 MB Total GHG Emissions	Water Withdrawal	Water Withdrawal from Stressed Areas	Water Discharge	Water consumption	Total Hazardous Waste Generated	Non- Hazardous Waste Generated	Non- Hazardous Waste Landfill	Non- Hazardous Waste Recycled (tons)
	(mmbtu)	(mmbtu)	(tCO ₂ e)	(MWh)	(tCO ₂ e)	(tCO ₂ e)	(ML)	(ML)	(ML)	ML	(Tons)	(Tons)	(Tons)	(Tons)
2024 METRICS														
USA	1,625	60	411	8,380	2,932	1,151	28	25	21	6	13	291	234	57
Italy	1,848	1,350	205	1,223	383	612	1	0	1	0	21	88	12	75
France	0	1,092	77	64	4	8	0	0	0	0	0	1	1	0
Germany	0	546	40	44	16	0	0	0	0	0	0	0	0	0
Other	0	288	18	60	7	11	0	0	0	0	0	5	2	3
TOTAL	3,473	3,336	751	9770	3342	1782	29	25	22	6	34	384	249	135
2023 METRICS														
USA	1,675	107	183	7,624	2,245	2,374	31	29	25	7	7	318	150	167
Italy	2,047	1,437	222	1,167	330	533	2	0	2	0	40	89	16	73
France	0	2,648	197	62	3	3	0	0	0	0	0	0	0	0
Germany	2	386	29	53	15	27	0	0	0	0	0	0	0	0
Other	0	321	38	187	25	30	1	1	1	0	0	15	11	4
TOTAL	3,724	4,899	669	9,093	2,619	2,967	35	30	28	7	48	422	177	244
2022 METRICS														
USA	472	56	158	3,762	1,296	1,427	10	7	8	3	4	172	40	133
Italy	1,950	2,148	265	1,120	317	512	2	0	2	0	65	106	40	66
France	0	1,479	111	66	3	3	0	0	0	0	0	0	0	0
Germany	0	467	35	164	14	25	0	0	0	0	0	0	0	0
Other	0	508	50	63	11	15	0	0	0	0	0	2	2	0
TOTAL	2,422	4,658	619	5,175	1,641	1,982	13	7	10	3	69	280	81	199

* The sum of the individual amounts may not equal the total due to rounding.

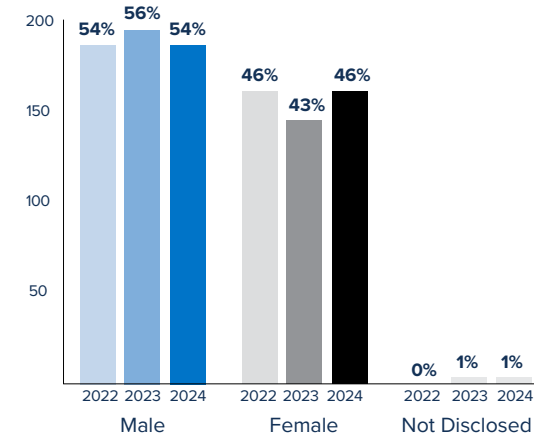
Workforce Representation¹



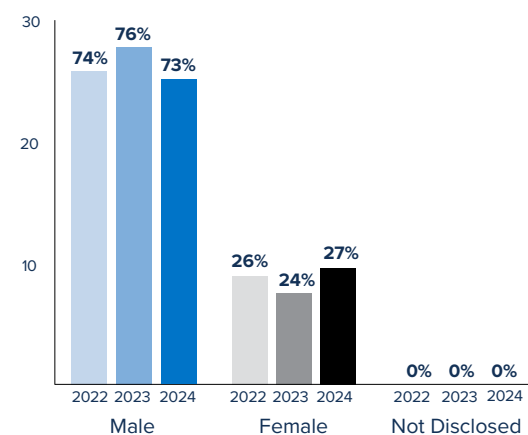
Team Members



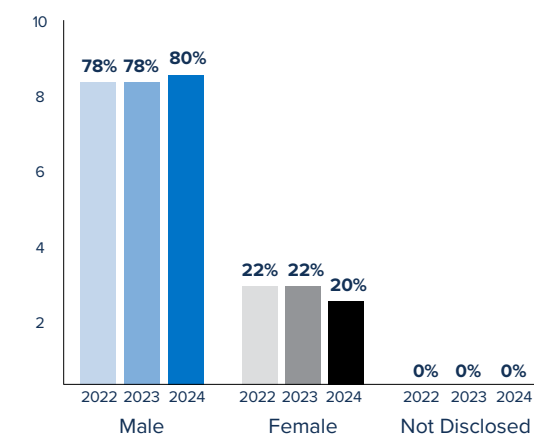
Managers and Directors



Vice Presidents and Above



Board of Directors³



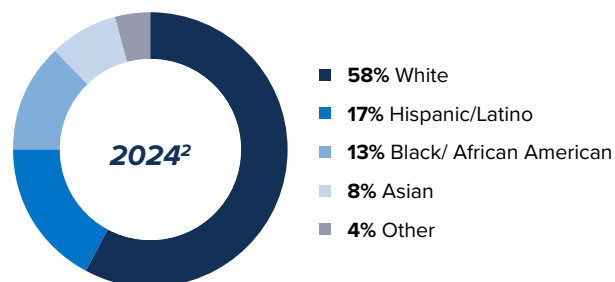
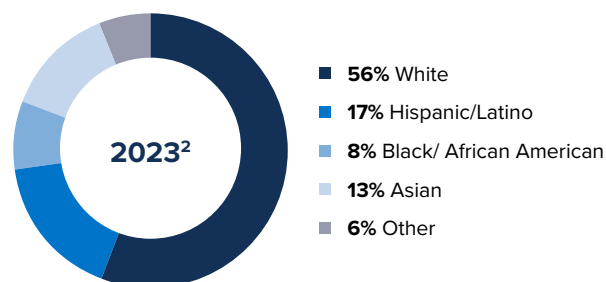
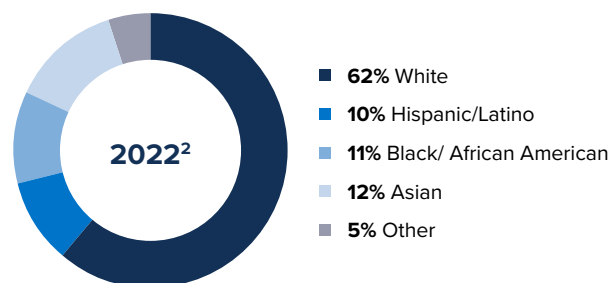
1 - Global

2 - Calculated on the day that directors were elected at each of the 2022, 2023, and 2024 annual shareholder meetings

3 - 2024 figures include Vickie Capps, who was appointed to the Orthofix Board prior to the 2025 Annual Meeting

* Less than 1% did not disclose.

Workforce Representation¹

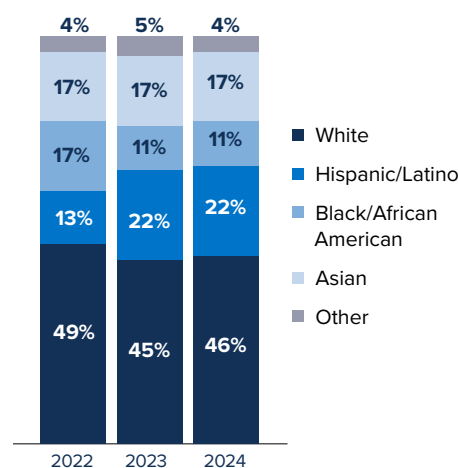


1 - U.S. only

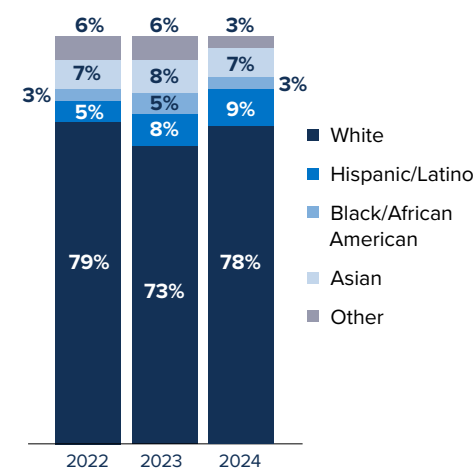
2 - Calculated on the day that directors were elected at each of the 2022, 2023, and 2024 annual shareholder meetings

3 - 2024 figures include Vickie Capps, who was appointed to the Orthofix Board prior to the 2025 Annual Meeting

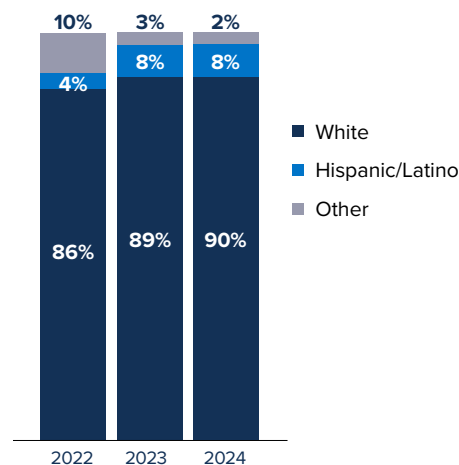
Team Members



Managers and Directors



Vice Presidents and Above



Board of Directors³

